



HOLY TRINITY
LUTHERAN CHURCH

Annual Summit Report
2022



Co-Pastors' Report

We have much to give thanks for in 2022! In 2020, we rejoiced because God gave us tools of technology to keep us connected during the pandemic. In 2021, we rejoiced when we could see each other again, as we took measured steps toward re-gathering. But in 2022, we rejoiced as many beloved ministries and programs returned to “normal”.

It has been an exciting year for the church to return to fully intergenerational worship with the choir singing and kids fully participating in worship. Noisy offering, individually served communion, and even blowing out the candles on Christmas Eve resumed this year.

Another tradition that felt so good to have back on the front lawn was RibFest. It was what many said was “the best RibFest yet” thanks to great food, music, fun, and fellowship. Community partnerships, excellent volunteers, and many donations led to this year’s successful celebration.

At the same time, thanks to the generated digital creativity over the past few years, the ability to livestream worship services and host effective hybrid meetings has significantly improved meeting people where they are comfortable. As some might say, Holy Trinity has taken the best and left the rest.

The Holy Cow Congregational Survey results indicated Holy Trinity is currently in the high energy/high satisfaction quadrant. This is also considered a transformation quadrant where new meaning and purpose are present. The survey also reflected that Holy Trinity scored very high in readiness for ministry. Thanks be to God for the Spirit’s great work through each one of you.

The Holy Spirit continues to guide this church forward. After Strategic Plan 1.0, Vision 2020, and Strategic Plan 2.0, “10 Next Steps” were launched at the New Life Strategic Plan 2.0 Huddle on April 3rd. Soon after, another sign of new life and promise was seen as the Peace Garden broke ground on April 28th. Three of the “10 Next Steps” involved capital changes: the “Make It Grand” Entrance, Revamp of the CYF Spaces, and the Kitchen Renovation. As these three teams continued to do great work each week, they recommended hiring an architect and capital campaign consultant to help guide the next steps in these areas.

Thank you, Holy Trinity, for your unwavering faithfulness and for sharing God’s love with our neighbors, this congregation, and our family. Your commitment to worship, regular giving, and focus on others are inspiring. We are grateful to serve you and serve with you. May God continue to bless our ministry together!

In God’s love,

Pastors Alicia & Ben Hilding

Key Stats

5 - Funerals

6 - Weddings

10 - Baptisms

11 - New Members

16 - Confirmands

1,374 - Total Membership

\$64,867.72 - Given away to outside organizations

- \$48,727.45 - Mission Outreach Tithe
- \$1,111.30 - Free-will Thanksgiving Meal Offering given to Peace Center Food Shelf
- \$5,100 - In-kind donations
- \$9,928.97 - Endowment Gifts

STAFF: Michael Beatrez (Musician), Jed Becher (Volunteer Staff, Technology Coordinator), Mandi Becher (Musician), Jon Bergquist (Volunteer Staff, Facilities Manager), Jamie Bisek (Office Manager), Jim Cody (Custodian), Gina Fadden (Graphic Designer/Photographer), Donna Galvin (Hospitality Coordinator), Diane Goulson (Visitation Pastor), Alicia Hilding (Co-Pastor), Ben Hilding (Co-Pastor), Lex Lammers (Musician), Deb Miller (Volunteer Staff, Interior Space Coordinator), Lauren Petersen (Director of Children, Youth, and Family Ministry), Rita Sapp (Worship Leader/Musician), Carson Sayler (Musician), Angela Schoenbauer (Video Production Coordinator), Karen Taylor (Communication Manager), Toby Thietje (Adult Choir Director/Musician)

COUNCIL: Jackie Mackenthun (President), Sharon Steinhoff Smith (Vice President), Heather Nybo (Secretary), Brian Gieseke (Treasurer), Robyn Smithson, Sande Schoenecker, Mark Walser, Michelle Newman, Chris Hauck

President's Report

On behalf of the church council, thank you for all the ways you cared for and supported Holy Trinity this year. For me, this past year at Holy Trinity has been full of wonderment. Hidden talents were discovered in members - exploring how personal interests, passions, and skill sets from careers and lives can translate into supporting a church setting.

When I was nominated for church council three years ago, I thought *"Who, me? What can I offer? I don't even know what the church council does!"*. I realized during this time we all truly have gifts we can share with the church; we may not know it yet or we may not know exactly how to share or use our gifts. I was constantly surprised by how many experiences from my work or personal life translated into helping the church over the past three years - as well as witnessing that in the other council members and various congregation members.

If you tuned into the 2020 Vision process pre-pandemic, followed along with the amazing work done to the building with a generous gift during the pandemic, then after opening our doors - the Strategic Plan 2.0 listening sessions & presentation of concepts, you had a glimpse of the "alternative talents" we have in the church. The subsequent committees for the Strategic Plan. 2.0 concepts working with an architect to move Holy Trinity into a very exciting future - we could not have asked for more talented volunteers with matching skill sets for these teams. It is true wonderment that these people, with these "alternative talents" exist, at this time, in our congregation. What are the odds?

Your individual offerings do not begin and end at a church service every week. Engaging in other ways keeps Holy Trinity going and presents new and exciting opportunities for the congregation. I challenge you to really think about the "alternative talents" and gifts that you might be able to offer to the church, no matter your age or experience - because I think you have at least one. It's your church, it's my church, it's our church.

Much has been accomplished in the past five years - a huge amount of thanks to the ambition of Pastor Alicia and Pastor Ben, as well as our awesomely talented and dedicated church staff. I look forward to all the accomplishments we are moving toward over the next five years. Holy Trinity is an active congregation with many exciting things on the horizon, truly setting up to share God's love for all people - from one generation to the next.

Jeremiah 29:11 - For I know the plans I have for you, declares the Lord, plans to prosper you and not to harm you, plans to give you hope and a future.

It has been an honor to serve as your president.

In gratitude,
Jackie Mackenthun

Bishop's Report

God's grace, peace, and hope be with you through our Savior, Jesus Christ.

Like rain after an endless drought, the gift of gathering in person this year has quenched a deep thirst. The pandemic revealed anew the depth of our thirst for community; Scripture also articulates this profound human need. Advances in technologies like livestreaming are indeed gifts to our church and world. Still, our hearts sing when we can rub shoulders around the communion table, embrace those who grieve, and raise our voices together in resounding song.

The mission of the synod is to support communities who share the thirst-quenching love of God – forming disciples, building beloved community, and working for just and healthy neighborhoods. I am deeply grateful for the many ways we walk together in our faith journey.

The synod staff walks closely in partnership with congregations, especially in times of transition, planning, or conflict. Last year, we accompanied congregations in 58 call processes. We offer skills trainings for lay members through the annual Tool Kit, and for church staff through peer groups and communicators gatherings. And, our Faith Practices & Neighborhood Practices program strengthens congregations in faith formation and engaging their neighborhoods.

Synod staff also work closely with our deacons and pastors. We experience great joy when we gather with congregations for ordinations, installations, and Ministry Site Profile reviews, as well as in preaching, presiding, and offering adult forums. We support our interim pastors who provide wise leadership in times of transition and our chaplains who provide critical care in a variety of settings. And, currently, we support 50 seminary students.

In addition to English, our congregations worship in Spanish, Swahili, ASL, Oromo, Hmong, Lao, Norwegian, and Amharic. As we celebrate our diversity, we also recognize inequities affecting our congregations. Using a “racial equity lens,” the synod council launched an in-depth process to evaluate and strengthen partnerships with our “strategic ministries,” addressing historical realities of disconnection and resource inequities.

As a synod, we will gather on April 28-29, 2023 for Synod Assembly. All are welcome to the opening worship Friday night; voting members will carry out the business of the synod on Saturday. We are blessed with the Rev. Dr. Otis Moss III as our keynote speaker.

Thanks to the incredible generosity of our synod and the Lutheran Church of Christ in Nigeria, the ground-breaking for the first-ever Lutheran University in Nigeria occurred this December. Celebrate God's provision and the blessings this university will bring.

During my sabbatical, I have been studying “the church in the U.S. – hopes and challenges.” I would like to present some of my learnings as well as facilitate conversations in the coming months. For more information about these visits or news about what's happening around the synod, please visit the synod website and sign up for our weekly enews.

In Christ,
Bishop Ann Svennungsen

Children, Youth, and Family Ministry Report

CHILDREN'S MINISTRY: This spring, children's ministry transitioned from an online format to an in-person Crew Time layout meeting on Wednesday evenings only. The program year ended in May with 81 students with eighteen adult leaders. September saw Crew Time return to an in-person, large group format during worship on Sundays and Wednesdays. 2022 ended with 104 students and nineteen adult leaders.

CONFIRMATION: Just as children's ministry, Confirmation transitioned from an online format to in-person programming. The program year ended in May with 87 students enrolled either online or in person with seventeen confirmation leaders. Thanks to a facelift completed over the summer by Jon Bergquist and the CYF Remodel Team, students returned to enclosed classrooms with chalkboard surfaces. September returned to an in-person format with two adult leaders per group instead of one and enrollment of 78 students and eighteen leaders. During Reformation week in October, sixteen 9th grade students affirmed their baptism.

FAITH MILESTONES: To complement weekly Crew Time gatherings, Holy Trinity increased the number of Faith Milestones from five to eleven for children and students birth to 12th grade. Faith Milestones are scheduled throughout the program year.

HIGH SCHOOL: Participation has increased over the year to seventeen students with an average of eight attending each week with 2-3 adult leaders. In June, three students and three adult leaders attended an 8-day Mission Trip to the Blue Ridge Mountains in North Carolina through a YouthWorks program. Summer brought some exciting facility changes including:

- GaGa Ball pit at the southwest corner of the parking lot
- Game Room - transformed the Luther Lounge into a student-friendly fun, game zone
- Locker Room - for backpacks, jackets, and shoes- the old Crew Time Locker Room
- Agape Room had a small facelift with more seating options and miscellaneous updates

In September, the students voted to change their group name to "Agape" (ah-gah-pay) which means "unconditional and enduring love for all from God."

GREEN LAKE BIBLE CAMP: Jackie Mackenthun spearheaded a Bible Camp experience for a week in June. Twelve students participated in three of the five programming options at The Shores of St. Andrew at Green Lake Lutheran Ministries near Spicer, MN.

VBS ON THE FARM: A collaboration of eight area churches partnered together to create a week-long, bilingual, outdoor Vacation Bible School experience held at Prairie Oaks Institute in Belle Plaine. This week included music, Bible stories, hands-on learning, games, arts, and crafts, and learning how to love one another as God has taught us to do. 173 students registered from 24 different communities, supported by 60 volunteers - not including the HTLC Hospitality Team which provided meals daily, the CYF Director, or the Pastors. 37 out of 173 students were from HTLC as were 22 of the 60 volunteers.

FUNDRAISER: A spring fundraiser raised a total of \$4,460 that went toward a number of Children, Youth, and Family programming and events.

Adult Ministries

SIGNATURE EVENTS: To support Holy Trinity's value of being an active member of the community, RibFest returned in August. Community partners included Little Chicago for music, Giesenbrau Bier Co. for adult beverages, and The Seatory (Mark Roneker) donated tents. A huge Silent Auction was added, and overall RibFest raised \$5,777 to support all HTLC ministries. In October, Trunk or Treat hosted 15 festive trunks with 190 children participating. 100 people enjoyed a meal served in the Fellowship Hall. The annual Christmas Tea was paused again this year.

HOSPITALITY: This vital ministry served dinners to an average of 120 people per week on Wednesday evenings prior to worship, including three summer lakeside services. The team was instrumental during the week of VBS on the Farm when they coordinated the packing and distribution of 1,000 bag lunches. Thanks to a generous grant from the HTLC Endowment Fund, the team also provided 546 pounds of prepackaged breakfast and lunch bags (Manna Bags) for the Peace Center to feed students during the summer months. Donations from the Endowment Fund and Holy Trinity members fed 100 people at the Community Thanksgiving Dinner.

RACIAL JUSTICE TASK FORCE (RJTF): Aimed at educating and restoring racial justice, this group hosted many events this year including "Imagine a U.S. Without Racism" (25 people attended), 50th Annual Mahkato Waicipi (5 people attended), "Prairie Homeless Companion" (combined event with Mission Outreach), "Black Nativity" (16 people attended). This summer, 29 people took part in a five-week book study of "Embracing Diversity" with author Dr. Darrell Jodock leading three of the sessions. Inspired by the work of the RJTF, Darbie Berger commissioned an original piece of artwork for Holy Trinity, titled "Embracing Diversity." Thanks to a Thrivent Action grant, the RJTF purchased 50 "Love Thy Neighbor - No Exception" yard signs given away in November.

SMALL GROUPS: Holy Trinity lives out its mission by opening the doors to various groups, including Prayer Shawl, Amazing Grays, Ladies Sewing, Grief Support, and Men's Study Group. Community Groups include AA, Al-Anon, Scouts BSA, PFLAG, Separated/Divorce Support, and Kreger Taekwondo.

CONGREGATIONS IN A SECULAR AGE: This Luther Seminary education cohort consisted of Luke Friendshuh, Maggie Arko, Samatha Halverson, and Pastor Ben, and concluded their experience in November. A PEEL retreat was hosted by Holy Trinity in February with ten participants who learned active listening skills, poetry writing, and portrait photography to help them explore their identity, reflecting on who they are rather than just focusing on what they look like.

CARING MINISTRIES: Visitation Pastor Diane Goulson continued overseeing the care concerns of Holy Trinity. Pastor Diane hosted a weekly "Pop in to Pray" event on Facebook, made regular phone calls and visits to homebound members, continued monthly worship services at Mala Strana, and hosted a monthly grief support group.

RANDOM ACTS OF KINDNESS TEAM (RAOK): Born out of the "10 Next Steps", the RAOK team collected 400 donated thank you cards and wrote notes of appreciation to the entire staff at New Prague Area School (NPAS) in June/July. They partnered with NPAS Food for Friends program in October and held a fundraiser to "Spread Kindness in Style" with custom t-shirts in November.

Worship

WORSHIP: The heart of our identity is as a worshipping community gathered around Word and Sacrament. Each year, from September-May, the Sunday and Wednesday services are identical in structure, with the same worship order, music, and integrated children's ministry format. Focused worship series in 2022 included "Full to the Brim" during Lent, "Is this the Promised Land?" in the summer, and "Faithful In" for the fall. Some worship highlights included the choir returning, incorporating a plethora of musicians discovered during the pandemic, and dancers both at Easter and at Christmas services.

SUMMER WORSHIP SERVICES: While Sunday services continued weekly in the Sanctuary, Wednesday services were consolidated into three themed Holy Trinity Lakeside services at Cedar Lake Farms Regional Park. June - Blessing of the Bikes. July - Blessing of the Pets service. August - Blessing of the Backpacks service, which included a baptism in Cedar Lake.

HEALTH PRECAUTIONS: Thanks to decreasing COVID cases, increased immunity, and accessibility to vaccines, Holy Trinity stepped forward to familiar worship practices. The choir resumed as masks became optional (as opposed to "recommended") in March. See more information about health precautions in the Risk Management section on page 13.

PRE-RECORDED to LIVE STREAMING: For the first part of 2022, pre-recorded worship services premiered online while simultaneously meeting in person for worship. With a trial run on Ash Wednesday, live streaming in-person Sunday services started on Palm Sunday.

COMPLINE: Holy Trinity started a monthly Sunday evening reflective and prayerful worship service called Compline, based on the nightly worship service format found in the ELW hymnal. This contemplative service seeks to provide a calm and peaceful environment to end the day, before beginning a new week. Look for more Compline information in 2023.

MALA STRANA WORSHIP: Starting in March, Pastor Diane Goulson began leading monthly worship services at Mala Strana. Choir members and various piano players were regularly involved, as was acolyte and worship assistant, Taylor Fadden.

WEDDINGS: Holy Trinity celebrated the marriages of Annie & Jake Bushey, Riley & Cassie Kieffer, Tracey & Theresa Marsyla, Molly & Kyle Strand, Nicole & Neal Forrest, and Dario & Stevanna Cardona. In addition, Darcey Schoenebeck went through a pre-marital certification process in order to officiate the wedding of family friends. Tony & Denise Smisek celebrated their 50th wedding anniversary with a vow renewal in worship.

GUEST PREACHERS: In 2022, Holy Trinity was blessed with guest preachers from within Holy Trinity's own membership. Tim Price shared his testimony as part of his work with Faith, Recovery, and Music. Jeffrey Price was the graduating senior preacher as part of the senior-led worship service. Holy Trinity remains blessed with the presence of Visitation Pastor Diane Goulson, who leads worship when Pastors Alicia and Ben Hilding are away.

Mission/Outreach

CONGREGATIONAL TITHE: Holy Trinity is committed to tithing 10% of all offerings. On behalf of the church, the Mission Outreach team donated a total of \$48,727.45 in 2022 to the following organizations:

- Minneapolis Area Synod
- HTLC Little Food Pantry
- HTLC School supply giveaway
- HTLC leadership discretionary funds
- New Prague Area Schools – social worker discretionary funds
- Cristo Obrero – supporting Scott County Latino families
- River Valley Health Services – health resources for uninsured/underinsured
- National Alliance on Mental Illness (NAMI)
- Duck Cup Memorial Fund - suicide awareness and prevention
- HTLC confirmation student project: Feed My Starving Children
- Cuddle+Kind dolls for HTLC baptisms and to support women in Peru
- Southern Valley Alliance – support for domestic violence survivors
- Semilla Center for Healing and the Arts – mosaic displays at Holy Trinity
- Faith, Recovery, and Music – addiction recovery

COMMUNITY DONATION: The Thanksgiving Community Dinner free-will offering of \$1111.30 was donated to the Peace Center Food Shelf.

IN-KIND DONATIONS: Holy Trinity's generous congregation made in-kind donations which totaled approximately \$5,100.

- Food and household items for the Little Pantry
- Sharing Tree (Christmas)

MISSION/OUTREACH TEAM: Mary Eagen, Linnea Hautman, Pastor Ben Hilding, Tim Miller, Liz Nelson, Julie Popple, Sande Schoenecker, Sharon Steinhoff Smith, Dennis Tietz, and George Winn.

COMMUNITY MINISTRY PARTNERS: One of Holy Trinity's values is community. As the values statement indicates, "We value intergenerational relationships between people, families, the church, our neighbors, the larger church body, partner organizations, and with creation itself." Holy Trinity joined other area church leaders to participate in an hour of prayer for the schools on Sunday, August 28. Another partnership that has developed is with Prairie Oaks Institute in Belle Plaine. Beyond VBS on the Farm, Holy Trinity joined Cristo Obrero and other area churches once a month at Prairie Oaks Institute for an intentional time to build authentic relationships with our neighbors across cultures. This monthly gathering typically included time with the farm animals, hikes, sharing a meal, bilingual stories, activities, and worship. Holy Trinity also continued to be a Gustavus Association Congregation seeking to mutually strengthen and support the church and the college. In March, seven HTLC high school students participated in the Step-up to Leadership Conference hosted by Gustavus and Holy Trinity held the annual Confirmation Retreat in September at Gustavus as well.

Strategic Plan 2.0

Continuing the groundwork laid in the 2015 Strategic Plan, a congregational survey (same as 2015) was introduced in January. Each Strategic Plan (SP) 2.0 team conducted two Listening Sessions from late January - early March. Pastor Blair Anderson met with staff and SP 2.0 leaders to review survey results and compared them to 2015. All results (survey and listening session feedback) were analyzed by the five SP 2.0 teams. They presented the following recommendations as “10 Next Steps” at a New Life themed congregational huddle on April 3, 2022, and in a printed publication mailed to all Holy Trinity households. Each team discussed an “investment”, to invest in existing ministries, and an “innovation”, which explores new ways to “be the church” going forward.

WELCOME Team – Jamie Sticha (Chair), Jamie Bisek, Ann Studer, Al Gulbransen, Joel Loose, Nyla Newton & Laurie Thorp

- 1) CONNECTION AND COMMUNITY AROUND FOOD (INVESTMENT): Everyone has a place at God’s table! HTLC seeks more fellowship opportunities around food.
- 2) CREATE A “WELCOME” TEAM (INNOVATION): Reach out to new community members, assist in New Member Classes, and start “First 5 Rule” during worship.

WORSHIP Team - Christa Smith (Chair), Rita Sapp, Joan Bohnsack, Michael Busch, Kimberly Carlberg, Daryl Thietje, Heather Tietz

- 3) WORSHIP ENHANCEMENTS (INVESTMENT): The heart of our identity is as a worshipping community gathered around Word and Sacrament.
- 4) DEVELOP LITURGICAL ARTS MINISTRIES (INNOVATION): Our worship has personality, and we strive to engage a variety of means to help people build a meaningful, close relationship with God.

RESPOND Team – Matt Goldade (Chair), Pastor Diane Goulson, Nicole Anderson, Jen Sayler, Mltch Paschke, Lindsey Cornell

- 5) INVEST IN HIGH SCHOOL MINISTRIES (INVESTMENT): We seek to build a robust high school youth group that provides a safe, healthy and faith-filled community.
- 6) FORM A “RANDOM ACTS OF KINDNESS” TEAM (INNOVATION): Proactively spread God’s love, by touching the lives of others through good deeds and planned tokens of appreciation (more information on Adult Ministries section, page 7).

CHILDREN, YOUTH & FAMILY Team – Jay Schoenebeck (Chair), Lauren Petersen, Kate Kienow, Cassie Olson,

Cory Magnuson, Andrew Weiers, Stacy Hemann

- 7) FORM A “YOUTH MINISTRY” TEAM (INVESTMENT): Team will provide support to CYF Director and Pastors with volunteers, curriculum, and activities/events.
- 8) REVAMP YOUTH MINISTRY SPACES (INNOVATION): Create a welcoming and exciting environment for the youth to learn.

FACILITIES Team – Jackie Lee (Chair), Jon Bergquist, Laura Meyer, Paul Newton, George Winn, Nate Borwege, Christie Will

- 9) UPDATE THE KITCHEN FACILITY (INVESTMENT): Update the kitchen equipment and decor, and reconfigure the kitchen space for better flow.
- 10) “MAKE IT GRAND” RENOVATION (INNOVATION): Holy Trinity believes “All are Welcome.” We want to improve the building’s layout to show that.

Facility “Next Steps”

STRATEGIC PLAN 2.0 RIPPLE EFFECTS: Following the specific facility-related recommendations from the Strategic Plan 2.0, many efforts went into determining both the scope of the projects and the capacity of the congregation.

“MAKE IT GRAND” RENOVATION: A team with abundant and diverse building-related experience, led by Laura Magnuson, worked diligently through the summer to identify strategies to address the Strategic Plan 2.0’s final recommendation. In a July presentation to the church council, Laura presented some of the team’s goals, which included tall ceilings, open spaces for connection with inviting and comfortable furnishings, clear sightlines upon entrance for intuitive wayfinding, accessibility for all, interior and exterior directional signage, and an identifiable main entrance with landscaping and covered entry.

UPDATE THE KITCHEN FACILITY: Led by Barb Niemeyer, a robust team of kitchen workers and interested parties worked diligently to formulate plans for an updated kitchen. In an August presentation to the church council, they articulated that the ideal kitchen space would be efficient with a simple design, and a capacity to feed up to 300 people. It would include upgraded, safe equipment, a serving area distinctly separated from an area used for cooking, food preparation, and food storage, and an efficient overall space flow.

REVAMP YOUTH MINISTRY SPACES: Led by Christie Will, a dedicated team of youth workers spent considerable time addressing the opportunities for space revitalization for youth ministry needs. If HTLC’s vision is to share God’s love for all people from one generation to the next, how can the facility show that? In addition to planning long-term youth space renovations, they made short-term updates in time for the 2022-23 programmatic year (more information in the CYF team report).

FACILITY MASTER PLANNING: As each team worked independently, Christie, Barb, Laura, and Pastor Ben met weekly to ensure alignment throughout the process. Toward the end of the summer, they determined that for coordination of efforts, it would work best to hire an architect to draft a comprehensive plan to address all long-term facility-related needs. These team leaders, combined with councilperson Chris Hauck and “Make it Grand” team member Derek Lamb, researched and interviewed numerous architects with worship facility experience. At a November 13th congregational meeting, the congregation approved working with the recommended design team, Station 19 Architects, to develop a facility master plan. In November and December, Station 19 Architects held multiple workshops with congregational representatives to discern the best option to recommend to the congregation for consideration in 2023.

CAPITAL CAMPAIGN: In a proactive effort to prepare for capital improvements in response to the Strategic Plan 2.0 process, the church council commissioned a task force to research capital campaign outfits, consisting of Jane Dittberner, Dale Creed Francis, Greg Saylor, Karla Klingfus, Pat Remfert, and Pastor Ben. After researching many consulting groups and interviewing five, Brenda Moore and Associates was unanimously chosen. Council approved moving forward in August, and work with Brenda Moore and Associates began in November.

Facilities

HTLC MAINTENANCE: Significant maintenance repairs:

- New set of entry doors at Door #1 replaced due to age and wear (\$9,890)
- South Wing aging HVAC units required more attention and repairs (\$2,838)

Other maintenance and facility projects included:

- Cleanup tasks around the exterior of the building
- Refinishing the Little Free Pantries
- Staining the benches by Door 2
- New chair and table racks to assist Jim in his janitorial tasks.
- Purchasing orange safety fence and small 10x10 tents for use at Ribfest
- Assisting CYF programs with shelving in their supply closet
- Constructing a very popular GaGa Ball Pit with LED lighting for nighttime use

ROOF: In 2021, new shingles were installed on the Fellowship Hall roof paid by insurance after hail damage. During the same inspection, it was discovered the sanctuary shingles installed in 2017 were defective and needed to be replaced. They were replaced under warranty this year.

LAWN MOWING: Nate Smithson coordinated the 9-member lawn care team after long-time volunteer, Jake Jacobson, retired. A used John Deere lawn tractor was purchased for \$6500 to replace an aging zero-turn lawn mower. Donations totaled \$3655.

AUDIO/VISUAL UPDATE: Regular livestreaming of Sunday services began on Palm Sunday, April 10. Livestreaming was essential in making the 2022 annual meeting and special congregational meeting in November 2022 possible. Four volunteers conduct livestreaming operations but could use another volunteer to lighten the load. Please contact the church office if interested. A 4th camera was added in December due to a generous donation and was utilized for Christmas Eve. Average online views are at least 100 per service with special services drawing more. Livestreaming started on Palm Sunday with 216 views. Christmas Eve service had 168 views. Live views average 35 with most views coming from the recorded service. 30-minute versions of the livestream are produced for Bevcomm and KCHK radio for local broadcast.

COMPUTER UPDATES: The iMac used to run the slide show received a major upgrade in memory and a faster hard drive to keep it current and make it more usable for volunteers. A new computer was purchased, again through a donation, for the worship team leader. Pastor Ben's computer was updated with the latest operating system to eliminate some technical issues and keep it up to date.

INTERIOR SPACE TEAM: Led by Deb Miller, this team provides a welcoming setting for the HTLC community. The team completes liturgical and seasonal decorating of interior spaces. Additionally, the team strives to improve the aesthetics of the interior space as needed.

PEACE GARDEN: Led by the New Prague Rotary, the Peace Garden (located by Holy Trinity's south parking lot) was dedicated on Aug. 5. With the motto "Planting Love, Cultivating Community", all produce grown is donated to the New Prague Peace Center. Holy Trinity is proud to be a benefactor sponsor of the Peace Garden.

Administration

RISK MANAGEMENT: Dr. Rob Taylor, Sam Miller, Jim & Janet Morris, Jackie Mackenthun, and Pastor Alicia met, as needed, to review current recommendations for COVID practices and make recommendations to the Church Council. During Lent (March), with decreased cases, increased immunity, and accessibility to vaccines, HTLC joyfully transitioned to a new normal. Full intergenerational worship experience included noisy offering, children's sermons, and Crew Time students being excused from the sanctuary to large group time in Paul's Place. Sunday Choir practice and serving cafeteria-style Wednesday meals resumed. While supporting those who choose to mask, this also marked the transition to optional mask-wearing. Finally, individually served communion (not pre-packaged) returned on Easter Sunday (April 17). The team consistently recommended following the CDC recommendations.

GREATER CHURCH EVENTS: Sande Schoenecker, Heather Nybo, Jackie Mackenthun, and Pastor Alicia Hilding attended the Minneapolis Area Synod's Toolkit event online. On April 30, Pastor Alicia Hilding and Michelle Newman took part in the Annual Gustavus Adolphus College Association of Congregations business meeting. The Minneapolis Area Synod Assembly was held on April 30 at Central Lutheran Church in Minneapolis, where Pastor Ben Hilding, Christie Will, Ron Solheim, and Linnea Hautman participated as voting members. In August, Luke Friendshuh represented Holy Trinity and the Minneapolis Area Synod at the ELCA Churchwide Assembly in Columbus, Ohio. In October, Pastors Alicia and Ben Hilding attended the Bishop's Theological Conference held in Nisswa, MN, with keynote speakers Ched Myers and Elaine Enns, with a theme, Healing Haunted Stories. Pastor Ben Hilding regularly attends the monthly Southwest Conference gatherings of ELCA pastors.

CONTINUING EDUCATION: In February, Lauren Petersen attended the 2022 ELCA Youth Ministry Extravaganza event held in Minneapolis titled, "Boundless." In October, Karen Taylor attended a Minneapolis Area Synod Communicator's Gathering. In October, Pastor Ben Hilding went on a Gustavus Adolphus College-sponsored trip to the Holy Land. He came back to share his experiences with the congregation.

ANNUAL REVIEWS: In October and November, supervisors conducted annual reviews with their staff members while Jackie Mackenthun and Sharon Steinhoff Smith conducted annual reviews for Pastors Ben and Alicia Hilding.

STAFFING: In January, Mandi Becher joined as a staff musician. Lauren Petersen began her time as Director of Children, Youth, and Family Ministries in February (thanks to the hiring team of Michelle Newman-chair, Dennis Jaspersen, Cassie Olson, Jamie Bisek, and Jamis Winzenburg). In April, we concluded Michael Lunder's time as digital children's choir director. In June, Jonathan Saylor concluded his time as Media Specialist as he graduated high school and prepared for college. In August, Karen Taylor transitioned her position title from Web Manager to Communication Manager, and Carson Saylor was hired as a staff musician.

Finances/Endowment

STEWARDSHIP: 2022 theme was “Faithful in Giving” and generated

- Total number of Pledges: 115
- Pledge Total: \$301,890.44
- Total number of Electronic Givers: 70

ENDOWMENT: Holy Trinity granted \$9,928.97 to eight requests, including

- Changing Gaits - \$1,000
- Racial Justice Library Books - \$1,000
- New Prague Rotary Club (Peace Garden) - \$2,000
- New Prague Community Action Network (Humanize My Hoodie Event) - \$1,000
- Peace Center Pre-packaged Meals - \$663.16
- School Supplies Drive-Thru Giveaway - \$2,500
- Le Sueur County Santa Anonymous - \$1,000
- Thanksgiving Meal - \$765.81

The Jan. 1, 2022 balance of the Endowment Fund was \$3,074.70. The Saint Paul Foundation contributed \$10,725.83. In 2023, \$3,871.56 will be carried over.

In February, the Endowment Team introduced a “Share The Love” Campaign in which church members were encouraged to donate \$25 in honor of a friend or loved one. The campaign generated \$1905.83. An additional \$6,000 member contribution was also made to the Saint Paul Foundation this year. Team Members include Dan Popple (Chair), Joanna Hansen (Financial Secretary), Dean Podratz (Recording Secretary), Adam Cornell, and Gary Eagen. Church Council President Jackie Mackenthun and Pastor Alicia Hilding served as advisors.

LAND SALE INVESTMENT: In November 2015, Holy Trinity sold land and invested profits in a laddered bond portfolio for future ministry. Each year, the Land Sale Team designates proceeds. In 2022, the Capital Savings Account received estimated earnings of \$9,123 as in previous years. At year-end, the portfolio contains five bonds valued at \$156,700 (maturities between 2024 and 2030) and a note receivable from the church for approximately \$65,000. The team will continue to monitor the note for low-interest investment opportunities. Members include Jed Trachte (Chair), Jed Becher, Luke Friendshuh, Jim Heckenlaible, Jerry Privratsky, Jeremy Torgerson, and Dr. George Winn.

AUDIT COMMITTEE: HTLC Audit Team Members (Eric Fiala, Dan Popple, and Daryl Thietje) completed a successful audit of the congregation’s financial practices in September and found all accounts in good standing. The Finance Team received recommendations.

EMPLOYEE RETENTION CREDIT: Holy Trinity received \$92,531 from the Employee Retention Credit, a refundable payroll tax credit. The congregation approved up to \$35,000 to hire Station 19 Architects, Inc.

Financials General Fund

REVENUE	2020 Actual	2021 Actual	2022 Budget	2022 Actual	2023 Budget
Member Contributions (General Fund)	425,331	452,167	540,108	468,748	540,108
Member Contributions (In-Kind)	244	138	0	2,187	0
Member Contributions (Building Fund)	9,760	9,729	9,984	11,027	10,728
Loose Offering	3,621	2,944	12,000	6,098	12,000
Radio Broadcast	3,059	2,561	3,204	3,080	3,250
Rent	3,035	3,540	11,400	9,230	11,400
Noisy Offering	535	113	1,200	1,653	2,400
Hospitality	4,377	1,369	14,004	7,235	15,996
Signature Events	0	0	6,500	10,261	20,000
CYF	1,700	1,864	1,500	2,206	0
Outreach Specific	3,400	2910	0	0	0
Miscellaneous	5,977	56,999	23,179	33,809	39,931
Land Sale Income	16,932	11,707	9,123	9,123	9,122
TOTAL REVENUE	503,970	546,040	632,202	564,656	664,935

EXPENSE	2020 Actual	2021 Actual	2022 Budget	2022 Actual	2023 Budget
Operating Expenses	92,662	90,181	102,408	87,605	99,023
Personnel	343,385	353,520	404,852	398,270	418,096
CYF Ministry	6,549	7,271	7,000	8,204	7,000
Faith Formation	751	495	1,740	2,078	1,740
Worship & Music	4,785	8,706	4,988	6,513	4,988
Hospitality	3,509	5,128	14,004	11,125	13,600
Property	10,644	6,331	8,000	18,806	8,000
Congregational Council	2,188	572	2,004	1,488	1,500
Mission/Outreach	49,899	49,405	56,329	48,726	56,524
Stewardship	2,077	2,292	2,400	2,697	2,532
Signature Events	370	0	7,500	4,277	8,000
Vision	5,294	986	5,000	0	27,640
Capital Improvement Transfer	20,928	16,435	9,123	9,123	9,122
Bishop's Theological & Synod Assembly	40	111	1,300	522	1,300
Continuing Ed	927	1,500	2,256	1,811	2,300

EXPENSE (continued)	2020 Actual	2021 Actual	2022 Budget	2022 Actual	2023 Budget
Radio Broadcast	3,102	3,104	3,200	3,120	3,250
TOTAL EXPENDITURES	547,110	546,040	632,103	604,364	664,615

Excess Revenue over Expense	(43,140)	0	98	(39,708)	320
PPP Loan Forgiveness	0	44,200	0	0	0
Excess Revenue over Expense	(43,140)	44,200	98	(39,708)	320

Financials Combined Balance Sheet

Assets	General Fund	Short Term Designated Fund	Endowment Fund	Building Capital Improvement Fund	Plant Fund	Grand Total - All Funds
Cash/Checking (General)	{58,408.31}	80,054.63	4,029.78	0	0	25,676.10
Cash/Checking (Cares Act)	0	0	0	0	0	0
Capital Reserve	0	0	0	123,455.93	0	123,455.93
Mission Term Investment Fund	0	0	0	159,691.67	0	159,691.67
Investment- St. Paul Foundation	0	0	0	0	311,618	311,618
Church Building	0	0	0	0	1,689,713	1,689,713
Total Assets	{58,408.31}	80,054.63	4,029.78	283,147.60	2,001,331	2,310,154.70

Liabilities	General Fund	Short Term Designated Fund	Endowment Fund	Building Capital Improvement Fund	Plant Fund	Grand Total All Funds
Accounts Payable	10,173.53	5.23	0	0	0	10,178.76
Accrued Payroll	12,086.87	0	0	0	0	12,086.87
PPP Loan Payable	0	0	0	0	0	0
Line of Credit- First Bank and Trust	65,000	0	0	0	0	65,000
Due to Capital Fund- Loan Payment	0	0	0	65,567.21	0	65,567.21
Total Liabilities	87,260.40	5.23	0	65,567.21	0	152,832.84

Fund Balances	General Fund	Short Term Designated Fund	Endowment Fund	Building Capital Improvement Fund	Plant Fund	Grand Total All Funds
Net Investment in Plant	0	0	0	0	1,689,713	1,689,713
Designated	0	80,049.40	4,029.78	217,580.39	311,618	613,277.57
Undesignated	(145,668.71)	0	0	0	0	(145,668.71)
Total Fund Balances	(145,668.71)	80,049.40	4,029.78	217,580.39	2,001,331	2,157,321.86
Total Liabilities and Fund Balances	{58,408.31}	80,054.63	4,029.78	283,147.60	2,001,331	2,310,154.70

2022 Annual Meeting Minutes

Date: January 23, 2022

Call to Order: 10:06 am Tim Dittberner, Congregational Council President

Opening Prayer: Pastor Ben

Nominate Parliamentarian: Motion by Jesse Hemann, to nominate Tim Miller, seconded by George Winn, motion passed by majority raising of hands.

Distribution of Materials: Copy of annual report, ballots and 2021 minutes passed out to the in-person attendees, as well as available online via email, to view or print and via the zoom shared screen during the meeting.

Declaration of Quorum: Attendees totaled 123 online and in-person combined. Noted later in the meeting combined attendance reached 130.

Approval of Agenda: Motion to approve as presented by Mark Walser, seconded by Dirk Berger, motion passed by majority raising of hands. Approval of minutes from 2021 Annual Meeting: Motion to approve as presented by Sharon Steinhoff Smith seconded by Diane Goulson, motion passed by majority raising of hands.

President's Remarks: Tim Dittberner shared thanks for the opportunity to serve and reflections on a year of changes and challenges. Looking forward to a new year of seeking peace and growing the mission of HTLC. Gave thanks for the pastors, staff and all their work and dedication to the congregation.

Pastors' Remarks: Pastors Ben and Alicia spoke with gratitude and thanks for the grace and support of the congregation, both affirming their love and dedication to HTLC and the excitement of future ministry partnership, including the development process of Strategic Plan 2.0. Reviewed the highlights and statistics of 2021.

2021 Year in Review Video Presented

Mission Outreach Overview: Tim Miller reviewed \$49,405 (represents 10% of general giving) of team-directed donations over 2021 to local, state, national, and international organizations including Minneapolis Area Synod congregational support.

Endowment Team /Land Sale Team Overview: Jesse Hemann reviewed the Endowment Fund program and updated on the \$9865.83 total grants awarded for 2021. In addition, reviewed the Land Sale Investment Team fund designations and bond sale fund use directed by the team for 2021. The team developed a new monthly review approach for bond monitoring.

Financial Report

Jesse Hemann presented a review of 2021 finances, and end of year budget information. He thanked the finance team for their work and dedication, sharing their knowledge and expertise for the church.

Despite revenues being 5.8% below budget, expenses were managed accordingly. End of year excess revenue over expenditures totaled \$8048 through December. \$3319 were used to pay down the line of credit to \$100,000, and \$4729 were transferred to the capital improvement account.

Presentation of 2022 Budget

Expense amounts were presented in comparison to 2021 actual. Higher expenses in facilities related costs are expected, along with increases with personnel changes and continued 10% tithe for Mission Outreach.

General revenue budgeted for 2022 represents a 19.4% increase over 2021 actuals and a 12.2% increase over the 2021 budget.

Approval of Budget: Motion to approve 2022 operating budget as presented, by Karla Klingfus, seconded by George Winn - motion passed by majority raising of hands.

Elections: Nominations from Nominating Committee are read aloud

Church Council, *3-year term:* Brian Gieseke, Heather Nybo, Sharon Steinhoff Smith

Nominating Team, 1-year term: Dennis Jaspersen, Joe Malecha, Shari Solheim, Barb Warner, Tim Dittberner, Mary Hanson-Busch

Endowment Team, 3-year term: Adam Cornell, Gary Eagen

Audit Committee, 3-year term: Eric Fiala

Minneapolis Area Synod 2022 Convention: Linnea Hautman, Ron Solheim, Christie Will

Seeing or hearing no other nominations from the floor or virtual attendees, all nominees are declared elected by majority raising of hands.

Closing Prayer: Pastor Alicia

Motion to Adjourn at 10:50 am by Brian Gieseke, second Michelle Newman, motion passed by majority raising hands

Annual Meeting Agenda

Date: January 22, 2023, 10:00 am, In-Person/Zoom

1. Technology Check/ Distribution of Materials/ Membership Count
2. Housekeeping Items
3. Declaration of Quorum
4. Call the Meeting to Order
5. Opening Prayer
6. Nominate Parliamentarian
7. Consent Agenda
8. President's Remarks
9. Pastors' Remarks
10. 2022 Year in Review
11. Updates from Committees
12. Make It Grand/Building Presentation
13. Finance Report
14. Elections & Election Results
15. Closing Prayer
16. Adjournment

2023 Nominations

CHURCH COUNCIL (3 year term): Dan Jacobson, Dennis Tietz, Jackie Lee

NOMINATING TEAM (1 year term): Christa Smith, Emmy Will, John Schmiesing, Jeff Solheim, Jackie Mackenthun, Robyn Smithson

ENDOWMENT TEAM (3 year term): Robin Lichtblau

AUDIT COMMITTEE (3 year term): Bob Hansen

MINNEAPOLIS AREA SYNOD CONVENTION (1 year term): Barb Warner, Wendy Mathiowetz, Daryl Goulson

NOTES: